

Appendix A: Teacher Salary Schedule, 2025-2026

| | BA | B+15 | MA | MA+15 | MA+30 | MA+45 | MA+60 | PhD |
|-----------|-----------|-------------|-----------|--------------|--------------|--------------|--------------|------------|
| 1 | \$ 56,403 | \$ 59,787 | \$ 68,445 | \$ 71,866 | \$ 75,459 | \$ 79,232 | \$ 81,609 | \$ 82,798 |
| 2 | \$ 57,249 | \$ 60,683 | \$ 69,470 | \$ 72,943 | \$ 76,592 | \$ 80,421 | \$ 82,834 | \$ 84,040 |
| 3 | \$ 58,107 | \$ 61,594 | \$ 70,513 | \$ 74,037 | \$ 77,741 | \$ 81,627 | \$ 84,076 | \$ 85,301 |
| 4 | \$ 58,979 | \$ 62,518 | \$ 71,570 | \$ 75,148 | \$ 78,907 | \$ 82,852 | \$ 85,338 | \$ 86,580 |
| 5 | \$ 60,159 | \$ 63,768 | \$ 73,002 | \$ 76,652 | \$ 80,484 | \$ 84,509 | \$ 87,044 | \$ 88,311 |
| 6 | \$ 61,362 | \$ 65,044 | \$ 74,462 | \$ 78,184 | \$ 82,094 | \$ 86,199 | \$ 88,785 | \$ 90,078 |
| 7 | \$ 62,589 | \$ 66,345 | \$ 75,951 | \$ 79,748 | \$ 83,737 | \$ 87,924 | \$ 90,561 | \$ 91,880 |
| 8 | \$ 63,841 | \$ 67,671 | \$ 77,470 | \$ 81,343 | \$ 85,411 | \$ 89,682 | \$ 92,372 | \$ 93,717 |
| 9 | \$ 65,118 | \$ 69,025 | \$ 79,020 | \$ 82,969 | \$ 87,120 | \$ 91,475 | \$ 94,220 | \$ 95,591 |
| 10 | \$ 66,909 | \$ 70,923 | \$ 81,193 | \$ 85,251 | \$ 89,516 | \$ 93,991 | \$ 96,810 | \$ 98,220 |
| 11 | \$ 68,748 | \$ 72,874 | \$ 83,425 | \$ 87,596 | \$ 91,977 | \$ 96,576 | \$ 99,472 | \$100,922 |
| 12 | \$ 70,639 | \$ 74,877 | \$ 85,720 | \$ 90,005 | \$ 94,506 | \$ 99,232 | \$102,209 | \$103,696 |
| 13 | \$ 72,581 | \$ 76,936 | \$ 88,077 | \$ 92,479 | \$ 97,105 | \$101,960 | \$105,019 | \$106,549 |
| 14 | | \$ 79,053 | \$ 90,499 | \$ 95,023 | \$ 99,775 | \$104,764 | \$107,908 | \$109,478 |
| 15 | | \$ 81,226 | \$ 92,988 | \$ 97,636 | \$102,519 | \$107,645 | \$110,875 | \$112,489 |
| 16 | | | \$ 95,545 | \$100,321 | \$105,339 | \$110,606 | \$113,924 | \$115,583 |
| 17 | | | \$ 98,172 | \$103,080 | \$108,236 | \$113,647 | \$117,056 | \$118,761 |
| 18 | | | \$100,873 | \$105,914 | \$111,212 | \$116,773 | \$120,275 | \$122,027 |
| 19 | | | \$103,646 | \$108,827 | \$114,270 | \$119,984 | \$123,584 | \$125,382 |
| 20 | | | \$106,496 | \$111,820 | \$117,413 | \$123,283 | \$126,982 | \$128,831 |
| 21 | | | \$109,425 | \$114,895 | \$120,642 | \$126,673 | \$130,473 | \$132,373 |
| 22 | | | \$112,434 | \$118,054 | \$123,960 | \$130,158 | \$134,062 | \$136,014 |
| 23 | | | \$115,526 | \$121,302 | \$127,368 | \$133,737 | \$137,749 | \$139,754 |

- **Returning teachers shall advance one step for the 2025-2026 school year.**
- **\$1,855 added to the base (BA1) index.**

Appendix B

Extra Duty and Stipends

Pay Rate Update, 2025-2026

B1. Teachers' Summer School Pay

The hourly rate for the 2025-26 school year shall be \$45.

B2. Summer School Supervision

The hourly rate for the 2025-26 school year shall be \$45.

B3. Internal Substitutions

The hourly rate for the 2025-26 school year shall be \$45.

B4. Lunchroom Supervision

The hourly rate for the 2025-26 school year shall be \$45.

B5. Extended Contracts

The hourly rate for the 2025-26 school year shall be \$53.

B16. Leadership Stipends

The 2025-2026 Leadership Stipends will be:

1. Early Childhood and Elementary Student Services Coordinator: \$5,620.
2. Early Childhood and Elementary Instructional Leadership Team: \$3,185.
3. Middle School Team Coordinator: \$3,185.
4. Middle School Lead Teacher: \$3,513.

Stipend Schedule 2025-2026

Stipend Base = \$56,403

(2025-26 base salary BA1)

| Grade | Years | | | | | | | | | | | | | | | | |
|-------|-------|---|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 1 | | | \$7,896 | \$8,319 | \$8,742 | \$9,165 | \$9,589 | \$10,040 | \$10,491 | \$10,942 | \$11,393 | \$11,845 | \$12,296 | \$12,747 | \$13,198 | \$13,650 | \$14,101 |
| 2 | | | \$6,768 | \$7,107 | \$7,445 | \$7,784 | \$8,122 | \$8,460 | \$8,799 | \$9,137 | \$9,476 | \$9,820 | \$10,158 | \$10,497 | \$10,835 | \$11,173 | \$11,845 |
| 3 | | | \$5,640 | \$5,922 | \$6,204 | \$6,486 | \$6,768 | \$7,050 | \$7,332 | \$7,614 | \$7,896 | \$8,184 | \$8,466 | \$8,748 | \$9,030 | \$9,312 | \$9,701 |
| 4 | | | \$4,512 | \$4,681 | \$4,851 | \$5,020 | \$5,189 | \$5,364 | \$5,527 | \$5,719 | \$5,849 | \$6,069 | \$6,137 | \$6,486 | \$6,735 | \$7,050 | \$7,502 |
| 5 | | | \$3,559 | \$3,914 | \$3,943 | \$4,270 | \$4,298 | \$4,625 | \$4,653 | \$4,975 | \$5,003 | \$5,330 | \$5,358 | \$5,685 | \$5,714 | \$6,041 | \$6,430 |
| 6 | | | \$2,809 | \$3,164 | \$3,192 | \$3,520 | \$3,548 | \$3,869 | \$3,897 | \$4,225 | \$4,253 | \$4,580 | \$4,608 | \$4,930 | \$4,958 | \$5,285 | \$5,398 |
| 7 | | | \$2,053 | \$2,403 | \$2,431 | \$2,758 | \$2,786 | \$3,113 | \$3,142 | \$3,463 | \$3,491 | \$3,830 | \$3,858 | \$4,185 | \$4,213 | \$4,580 | \$4,665 |
| 8 | | | \$1,545 | \$1,799 | \$1,827 | \$2,053 | \$2,081 | \$2,301 | \$2,329 | \$2,555 | \$2,583 | \$2,831 | \$2,860 | \$3,085 | \$3,113 | \$3,350 | \$3,548 |
| 9 | | | \$1,128 | \$1,399 | \$1,421 | \$1,647 | \$1,675 | \$1,906 | \$1,935 | \$2,149 | \$2,177 | \$2,414 | \$2,442 | \$2,668 | \$2,696 | \$2,944 | \$3,119 |
| 10 | \$385 | | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 | \$385 |

Note: For 2025-2026 school year, all staff shall advance one step.